

IMPORTANT: UF TENTATIVE AGREEMENT

April 4, 2022

Dear Colleagues,

After almost 30 hours of mediation over three different days, we are pleased to report that with your unwavering support and patience, United Faculty has achieved a big breakthrough. We have finally reached a Tentative Agreement (TA) with the District that addresses many of the inequities faculty have endured for far too long. This TA, supported by the UF Representative Council, includes substantial salary increases, lecture-lab parity, and full family medical benefits, among other gains.

I cannot thank our negotiating team enough for their unshakable resolve and steadfast commitment. Our Lead Negotiator Mohammad M. Abdel Haq and team members, Steven Estrada, Nicole Ledesma, Jeremy Peters, and Liz Putman have given so much and worked tirelessly over the last two and a half years.

Here are the highlights of the Tentative Agreement (TA):

Salary

2021-2022

- a. Regular Salary Schedules: 5.07% COLA (effective Fall 2022)
 - b. Overload: 5.07% COLA (effective Fall 2022)
 - c. Summer: 5.07% COLA + 5% (effective Summer 2022)
 - d. Off schedule, one-time payment: \$5000 (within 60 days after ratification)
 - e. \$2000 of the current fringe will be moved to the salary schedules (effective Fall 2022)
- The remaining balance of \$2,646 will continue as a fringe benefit allowance.

2022-2023 (Governor's budget estimate 5.33%)

- a. Regular Salary Schedules: Fully funded COLA (effective Fall 2022)
- b. Overload: Fully funded COLA (effective Fall 2022)
- c. Summer: Fully funded COLA (effective Summer 2023)

2023-2024

- a. Regular Salary Schedules: Fully funded COLA (effective Fall 2023)
- b. Overload: Fully funded COLA (effective Fall 2023)
- c. Summer: Fully funded COLA (effective Summer 2024)

Full Family Medical Effective Jan. 1, 2023

- a. District provides \$8,494 per year family medical for one (1) dependent (Kaiser rate).
- b. District provides \$13,590 per year family medical for two (2) or more dependents (Kaiser rate).

Lecture/Lab Parity Begins Fall 2023

- a. Labs designated as "extensive" will be paid 1:1 or 100% lecture rate.
- b. Extensive labs will be designated annually by a district committee composed of five faculty and three managers. Extensive lab designation process included as contract language.
- c. Extensive lab committee begins designation process Fall 2022.

What's next? Please see the attached documents: Tentative Agreement Summary, UF Tentative Agreement of March 31, 2022, Salary Schedule overviews, Summer pay overview, and Spring 2022 COVID MOU. Please note that the Tentative Agreement and the Spring 2022 COVID MOU are part of a package and members will vote on them jointly. These documents will also be posted on the UF Website (ufnorthorange.com).

All members will have an opportunity to vote on this TA. An email concerning this ratification vote will be sent out electronically by the Elections Committee. Voting opens at 7:00 pm, Monday, April 4 and will close by 10:00 am, Sunday, April 10.

The TA ballot is coming from UNITED FACULTY OF NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT via Simplyvoting.com. It will be sent to whatever email address you received recent voting emails with. Please check your spam, trash, etc., and contact UF Elections Chair Archie Delshad if you experience any problems (adelshaduf@gmail.com).

I want to thank ALL of the members of our union who have repeatedly and courageously worked together to speak truth to power at Board of Trustees meetings and campus meetings, and to protest with picket signs on the streets. We are breaking down old barriers and strengthening our unity as educators as we move forward.

Our work together as colleagues truly demonstrates that "Together We Rise!"

In Unity,

Christie

Christie Diep
President, United Faculty